

TOOLKIT RESPONSE SUMMARY

ORGANISATION:










Perth & Kinross Council
Pullar House
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Perth
Scotland

USER: Shelley Huggings**USERS ROLE:** Employment Initiative Team Leader**CONTACT TEL:****INITIATIVE:** Perth & Kinross Employability Strategy and Action Plan**RESPONSE ICON KEY**

- No Response
- Don't know - it's not relevant/not applicable
- Don't know - even though it is relevant
- No - not at all true
- No - some truth, but a long way to go
- Mixed - partly true, but some way to go
- Yes - largely true, but still more to do
- Yes - completely true

MAIN SECTIONS RESPONSE SUMMARY

-  Built Environment
-  Climate Change
-  Community
-  Consumption & Production
-  Culture & Recreation
-  Economy
-  Equality & Diversity
-  Health & Well-Being
-  Lifelong Learning
-  Natural Environment
-  Transport & Connectivity

Built Environment

1 Built Environment

What impact will the proposal have on delivering a high quality, well-designed built environment?

No impact

Justification:

Not relevant for project proposal

1.1 Historic Built Environment

What impact will the proposal have on maintaining or enhancing the character of built heritage, or a particular historical feature in the area?

No impact

1.2 Housing

What impact will the proposal have on providing a sufficient range of well designed and sustainable affordable housing?

No impact

1.3 Identity and Character

What impact will the proposal have in supporting and enhancing local distinctiveness whilst creating a "sense of place"?

No impact

1.4 Open Space

What impact will the proposal have in ensuring a wide range of accessible, attractive and safe open spaces are available to all?

No impact

Climate Change

2 Climate Change

What impact will the proposal have in tackling the causes and effects of climate change?

No impact

Justification:

Not relevant for project proposal

2.1 Adaptation

What impact will the proposal have in helping adapt to potential changes brought about by climate change?

No impact

2.2 Greenhouse Gas Mitigation


What impact will the proposal have in helping to mitigate greenhouse gases?

No impact

Community

3 Community

What impact will the proposal have in encouraging vibrant, safe, informed and inclusive sustainable communities?


 *Very positive*

Justification:

This proposal will put in place the tools and services required to promote sustainable communities and there make Perth and Kinross a place where people want to live and work, now and in the future by providing access to jobs and training. It will meet the diverse needs of existing and future residents, are sensitive to their environment, and contribute to a high quality of life by working in the community and ensuring that the appropriate professionals are in place to meet and needs and demands of our residents. The proposal will be governed and monitored by Council leaders and led by a partnership of strategic employability partners to ensure they are safe and inclusive, well planned, built and run, and offer equality of opportunity and good services for all.

3.1 Access to services

What impact with the proposal have in improving and supporting access to jobs, services and amenities for the local community?

 *Very positive*

Justification:

This Proposal fits with principles 11 and 26 as it will provide a one-council approach to employability in Perth & Kinross which will increase better access and improve employment for the whole of the community of Perth & Kinross. Much of the work will be delivered in the community, including areas of high deprivation. Individuals will be given support an training to develop IT and social media skills which will in turn access jobs, and services

3.2 Community Safety

What impact will the proposal have towards reducing crime, disorder and danger and support social cohesiveness?


 *Positive*

Justification:

This proposal fits principle 26 as the aim is to assist the wider community of Perth & Kinross, inclusive of those with a criminal back ground improve skills and gain employment

3.3 Engagement

What impact will the proposal have in engaging with all members of the community in the decision-making process for the area through using VOiCE?

 *Very positive*

Justification:

This proposal fits with 21,25,26 and 28. The ethos of this proposal is all about partnership working with all employability services within PK and will be monitored and governed by Council Leaders against an action plan of activities and performance measures. It is also hoped that within this proposal we will be establishing a Inclusive Growth Pilot which will require consultation with those not engaging in employability services with the view of them assisting us to design the most appropriate services. we will look to utilise VoiCE in this process

3.4 Identity and Citizenship

What impact will the proposal have in helping support and enhance the local identity whilst promoting citizenship?


 *Neutral/Moderate*

Justification:

This proposal is all about working in the community and also working with those in the most disadvantaged areas of Perth and Kinross. Services will be developed in consultation with the users and where individuals feel are the most relevant

3.5 Social Inclusion

What impact will the proposal have in promoting social inclusion for all?

 *Very positive*

Justification:

Principle 11,12,16,17,25 and 26. The ultimate aim of this proposal is to ensure that the community of Perth & Kinross are given equal opportunity to access a wide range of jobs and training, giving access to effective communication tools to enable them access services and job

opportunities in the local and travel to work areas of Perth and Kinross. The proposal will be governed and monitored by Council leaders and led by a partnership of strategic employability partners who will ensure that services provided are effective and fit for purpose.

Consumption & Production

4 Consumption and Production

What impact will the proposal have in promoting more sustainable production and consumption of goods and services?

No impact

Justification:

Not relevant to this project

4.1 Energy

What impact will the proposal have in reducing energy consumption and promote energy efficiency?

No impact

4.2 Materials

What impact will the proposal have in minimising material consumption and promoting more sustainable use of materials?

Not relevant

4.3 Waste

What impact will the proposal have in encouraging the prevention, reduction, re-use, recovery or recycling of waste?

No impact

4.4 Water

What impact will the proposal have in minimising water consumption and promoting more sustainable use of water?

Not relevant

Culture & Recreation

5 Culture and Recreation

What impact will the proposal have in supporting the promotion and enhancement of cultural and recreational opportunities for all?

Neutral/Moderate

Justification:

within this proposal, healthy living, sport and outdoor activities are some of the tools used in assisting individuals into training and employment, therefore would indirectly meet this priority

5.1 Cultural Heritage

What impact will the proposal have in preserving, promoting and enhancing assets of local culture and heritage?

No impact

Justification:

Not relevant for this proposal

5.2 Leisure, Sport and Recreation

What impact will the proposal have in providing, encouraging and improving access to leisure, sports and recreational activities?

Neutral/Moderate


Justification:

within this proposal, healthy living, sport and outdoor activities are some of the tools used in assisting individuals into training and employment, therefore would indirectly meet this priority

Economy

6 Economy

What impact will the proposal have in encouraging sustainable economic growth?


 *Very positive*

Justification:

The main ethos of this proposal is to develop the sustainable economic growth in Perth & Kinross by providing effective skills and employability support services to benefit the wider community and local businesses of Perth & Kinross

6.1 Business

What impact will the proposal have in encouraging business creation and development?


 *Very positive*

Justification:

Principles 12,14 and 15. Over 90% of Perth & Kinross are SME, this proposal supports the development of these businesses via our partnership working with Perthshire Chamber of Commerce, FSB and Business Gateway to facilitate the Business week as well as tailored support. There is also an array of recruitment incentives to support employers create new employment opportunities for a wide range of priority groups.

6.2 Employment

What impact will the proposal have in ensuring a wide range of jobs are accessible to all communities and locations?

 *Very positive*

Justification:

Principles 12, 14, 17 and 26. The prime purpose of this proposal is to ensure the whole community of Perth and Kinross has access to support services and training to enable them gain sustainable employment within the local and travel to work area of Perth & Kinross. This proposal also support local employers develop their businesses by offer support and advice that will help them expand their business and workforce by offering recruitment incentives to employ our community who have been provided with the appropriate skills and training.

6.3 Tourism

What impact will the proposal have in promoting sustainable tourism for the area?


 *Positive*

Justification:

Principles 12 and 27. As Hospitality and Tourism sector is a priority industry in Perth & Kinross, this proposal encourages the use of Sector Skill Academy models to help individuals gain the necessary skills required to gain employment in this sector giving local employer a bank of ready and capable labour supply

6.4 Well Skilled

What impact will the proposal have in developing and improving people`s skills?

 *Very positive*


Justification:

Principles 12,17 and 26. As noted, skills are fundamental to achieving our ambitions, as individuals, for our families and for our communities. They help businesses create wealth, and they help people realise their potential. So they serve the twin goals of social justice and economic success. To enable more people to move into and within the labour force it is vital to ensure skills are improved at all levels within the current and potential workforce, from basic entry skills, through to vocational qualifications and higher level skills. This proposal uses a plethora of services to help the community of Perth and Kinross meet their full potential via our combined council services.

Equality & Diversity

7 Equality and Diversity

What impact will the proposal have towards promoting equal access and inclusiveness for everyone?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.1 Age

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against age groups of any range?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.2 Disability

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against people with disability?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.3 Gender Reassignment

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against people who choose not to live as their birth gender?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.4 Marriage and Civil Partnership

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against married people or civil (same sex) partners?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.5 Pregnancy and Maternity

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against pregnant women or women who have recently given birth or breastfeeding?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.6 Race

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against any racial groups as recognised in the Equality Act 2010?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.7 Religion or Belief

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against any religion, religious belief or philosophy as recognised in the Equality Act 2010 and the courts?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.8 Sex

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against either men or women?


 *Very positive*

Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

7.9 Sexual Orientation

What impact with the proposal have in ensuring no discrimination, directly or indirectly, against Lesbian, Gay, Bisexual (LGB) or heterosexual/straight people?

 *Very positive*


Justification:

Perth & Kinross has in place mandatory policy to ensure that we meet full a commitment to ensure Equality & Diversity in all our products and services both internally and externally. As this proposal will be governed and monitored by our Local Authority Leaders and led by a partnership of strategy employability partners will ensure that our services will be provided to individuals regardless of their age; disability; gender; martial status; pregnancy or maternity status; race; religion or beliefs; sex or sexual orientation.

Health & Well-Being

8 Health and Well-being

What impact will the proposal have in improving health and well-being and access to health care for all?

 *Very positive*

Justification:

Although not the main aim of this project, activities within this proposal actively promote and encourage healthier lifestyles by providing basic life skills training to enable them to move closer to the labour market. It is also proven that employment has indirect benefits to mental physical health.

8.1 Lifestyle

What impact will the proposal have in promoting opportunities for achieving a healthier lifestyle?


 *Positive*

Justification:

Although not the main aim of this project, activities within this proposal actively promote and encourage healthier lifestyles by providing basic life skills training to enable them to move closer to the labour market. It is also proven that employment has indirect benefits to mental physical health.

8.2 Physical Environment

What impact will the proposal have in creating a healthier physical environment for all?


 *No impact*

Justification:

Not relevant

8.3 Social Environment

What impact will the proposal have in creating a healthier social environment for all?

 *Very positive*


Justification:

This proposal will put in place the tools and services required to promote sustainable communities and there make Perth and Kinross a place where people want to live and work, now and in the future by providing access to jobs and training. It will meet the diverse needs of existing and future residents, are sensitive to their environment, and contribute to a high quality of life by working in the community and ensuring that the appropriate professionals are in place to meet and needs and demands of our residents. The proposal will be governed and monitored by Council leaders and led by a partnership of strategic employability partners to ensure they are safe and inclusive, well planned, built and run, and offer equality of opportunity and good services for all.

Lifelong Learning

9 Lifelong learning

What impact will the proposal have in promoting opportunities for lifelong learning?


 *Very positive*

Justification:

Lifelong Learning is a fundamental part of this proposal document and ensures that we meet many of our commitments within the Single Outcome Agreement and our Community Plan

9.1 Community Learning and Development

What impact will the proposal have in providing opportunity for community learning and development?


 *Very positive*

Justification:

The prime purpose of this proposal is to ensure the whole community of Perth and Kinross has access to support services and training to enable them gain sustainable employment within the local and travel to work area of Perth & Kinross. In turn our community will have been provided with the appropriate skills and training. Many of the services provided will be delivered out within the community ensure maximum participation

9.2 Formal learning

What impact will the proposal have in providing opportunity for children and young people to improve their attainment and achievement?

 *Very positive*

Justification:

This proposal is inclusive of the new Scottish Government Strategy for Youth Employment, Developing Scotland Young Workforce. The main aims of this strategy is to ensure that Perth & Kinross provides every child with the best start in life and that they are well educated, responsible and informed citizens for the future.

Natural Environment

10 Natural Environment

What impact will the proposal have in protecting and improving the natural environment within the area?

No impact

Justification:

Not relevant for this proposal

10.1 Air, Water and Land Quality

What impact will the proposal have in protecting and enhancing the quality of air, water and land?

No impact

10.2 Biodiversity

What impact will the proposal have in protecting, enhancing and managing biodiversity?

No impact

10.3 Historic Natural Environment

What impact will the proposal have in protecting, enhancing and managing the local historic natural environment?

No impact

10.4 Landscape, Geology and Soils

What impact will the proposal have in protecting, enhancing and managing the natural landscape, geology and soils?

No impact

Transport & Connectivity

11 Transport and Connectivity

What impact will the proposal have in providing accessible and appropriate transport services and communications?

No impact

Justification:

Not relevant to proposed project

11.1 Accessibility and Connectivity

What impact will the proposal have in providing and supporting adequate and accessible transport provision?

No impact

11.2 Sustainable Transport

What impact will the proposal have in supporting and encouraging the provision of sustainable modes of transport?

No impact